

Organizations

Organization

Organizations are assemblies (সমাহার) of two or more interacting human beings collectively seeking (সচেষ্ঠ) to attain some common goal, with a complex functional roles and responsibilities and system of overall administrations.

In other words, organizations are social units or human groupings deliberately (ভেবেচিন্তে) constructed to some specific goal (et zion, 1976).

Example : BRRI, BARI, BRAC, BINA, BSRI etc.

Agricultural Organization/Extension organization

It is an arrangement of two or more interacting human beings, which set together to attain some common goal to produce of crops and nursery management through a functional roles of systems of overall administration.

Example: DAE.

Objectives of extension organization (Long term)

1. To increase sustainable agricultural development.
2. To introduce by quality of appropriate agricultural technology.
3. To maintain the economical balance in natural environment.
4. To reduce the rural poverty.
5. To establish agro-based industry.
6. To create & balance production composition and income.
7. To identify the causes of low production and overcome low production.
8. Introducing new technologies for future such as new crop, new varieties and new equipments.
9. Help farmers to increase their living standard.

Objectives (Short term)

1. To attain self sufficient in food grain and increase of production of other nutritional crops.
2. To ensure sustainable agricultural development.
3. To increase foreign exchange through agricultural exports.
4. To increase per hectare of rice production.
5. To increase high values cash crops.

6. To improve the quality and availability of seeds.
7. To reduce environmental degradation.
8. To ensure and development of forest resources.
9. To increase income.
10. To improve of soil condition.
11. Reduction of insect pest and disease.

Features of extension organization

Features of extension organization given below-

1. The organization should have a name accordance with the objectives.
2. It must be approved and recognized by the government.
3. It should have a definite goal and objectives.
4. The objective should have achievable.
5. There should have facilities of training for all officers and employers.
6. There should have facilities of necessary attention in planning of organization.
7. It must work on development of agriculture and related programmes.
8. The organization facilitated training to the farmer motivate and help to adopt these.
9. The working area of an organization extends through village for conviency of work of organization is divided into five divisions;
 - ♣ National
 - ♣ Regional
 - ♣ District
 - ♣ Upazilla
 - ♣ Block
10. There should have a provision (বিধান) for horizontal, top down and bottom up conversation facilities among the officials.
11. The organization should have clearly definite salary.

Non-government Organization

Introduction

NGO's may be defined as the organizations which are non-government in nature, have been established with the basic objectives of serving for the rural community by supplying money, time and labour. It's main vision is poverty alleviation (হাসকরন) and promotion of sustainable development through education, training and other activities.

During mid 60s the Non Government Organisations (NGOs) started working in then East Pakistan. Initially the activities are limited to relief (মুক্তি) and rehabilitation (পুনর্বাসন) of people caused by natural calamities. After the Inception (সূচনা) of Bangladesh, the NGOs begin their activities ranging from relief and Rehabilitation to various aspects of rural development. Thus, the disadvantaged sections of the society received support and services of NGOs. With the passage of time, the NGOs changed their objectives from 'helping the helpless people' to poverty alleviation and empowering (ক্ষমতায়ন) the disadvantaged people of the society.

However the vision of NGOs is based upon the understanding of poverty alleviation and promotion of sustainable development. These objectives are received through a broad range of programs for education, training and activities for income and Employment generation, health and population education, building communication network in the rural areas and environmental protection.

Types of NGOs

At present several thousands NGOs are working in the country. Among these only a few are prominent. However, now the types of NGOs are working as follows:

► **Local NGO:** These NGOs are working in a small scale program with limited areas. E.g. Mymensingh palli Unnayan Prayash, Banchte Shikha, Sabalamby Unnayan Samity etc.

► **National NGO:** These NGOs are working with various programs covering more target population. E.g. BRAC, PROSHIKA, RDRS Bangladesh etc.

► **International NGO:** These NGOs working with few selected programs emphasizing on core issues of Human Development such as basic education, population education, environment, sustainable development etc. E.g. CARE, World vision, Hellen Keller International etc.

Funding Source

The NGOs receive fund both from National and international donors.

Advantages/Merits

1. NGO's help farmers to increase crop production.
2. NGO's introduce new technologies to farmers such as new variety, new crop, new equipment.
3. NGO's help farmers to improve their living standard.

4. There is a special programme for rural women and youth development.
5. It's have a strong network.
6. It improves the leadership ability of the rural women and youth.
7. It's help to rural women and youth to develop their social economic condition.
8. It provides a good employment opportunities for educated unemployed youth.
9. It helps to initiate the creativity of youth and rural women.
10. It provides handsome salary for their employer.
11. It encourages the unemployed young and rural women to established themselves.
12. It increases the economic contribution power in rural women.

Disadvantages/Demerits

1. It provides vicious cycle (দুঃস্থ চক্র) of interest.
2. By giving a small money, they can take over money by the high rate of interest.
3. It forces the people to buy their attractive and developed things.
4. It creates the source of depression, when the consumers pay their loans they suffer a mental depression.
5. When rural people can not pay their loans, they take some punishable action against them which can not tolerable to mankind.
6. It sometime creates the source of quarrel between husband, wife and other member of the family.

Extension Supervisors

► Qualification

A supervisor must have the following qualification-

1. Must have rural background.
2. Must be agricultural graduate from University or college.
3. Must have special training on agricultural extension.
4. Must have sufficient technical knowledge on agriculture.
5. Must have ability to teaching.
6. Must have knowledge on appropriate teaching method.
7. Must be efficient in planning and programme building.

8. Must have experience on supervision.
9. Must have far sightness and leadership quality.
10. Must be sympathized on colleagues.
11. Must be efficient in writing, speaking and working.
12. Must be adherence to the rule and regulation.

► **Duties and responsibilities**

1. To help the subordinates in planning and programme building, execution and evaluation.
2. To supervise and guide the technical guidance to the field worker.
3. To arrange training for subordinates.
4. To maintain close relationship with specialists.
5. To arrange co-ordination meeting.
6. To go field tour about 10-11 days in every month.
7. To collect crop statistics.
8. To plan for cultivation and to fix target for production.
9. To take the responsibilities for agricultural development.
10. To submit report in every activities.
11. To supervise method and result demonstration.
12. To supply necessary agricultural inputs.
13. To arrange farmers meeting and to encourage farmers to adopt new technologies.
14. To train farmers in different agricultural technologies.

Extension Worker

► **Qualification**

Extension worker must have the following qualifications;

1. Must have rural background.
2. Must have experience on cultivation.
3. Must have agricultural diploma from Agricultural Training Institute (ATI).
4. Must have agricultural technical knowledge.

5. Must be able to teach farmers.
6. Must be energetic to perform duties.
7. Must be patience to listen farmers problems.
8. Must be good speaker and far sighted (দূরদর্শী).
9. Must be able to lead and plan.

► Duties and Responsibilities

1. To keep agricultural statistic of his block area, total land, cultivable land, waste land, single cropped area, double cropped area, area under irrigation etc.
2. To monitor the result demonstration.
3. To distribute leaflet, booklet, folder to the farmers.
4. To motivate the farmers for vegetable cultivation and afforestation.
5. To bring the waste land under cultivation.
6. To prepare evaluation report on agricultural development and submit the monthly report.
7. To inform the higher authority or specialists in case of disease and pest infestation.
8. To aware the farmer about any social or economic change which may important for agricultural production.
9. Try to help the farmers for solving their problems according to his capacity.

Extension Administrator

► Qualification

1. Must have rural background.
2. Must be agricultural graduate.
3. Must have training and technical knowledge and agricultural extension.
4. Must have 15-20 years administrative experience in different level.
5. Must have economic knowledge.
6. Must be skilled in taking decision instantly.
7. Must have leadership quality at national level.
8. Must have pleasant personality.
9. Must be friendliness and respectable to other staff and people.

► Duties and responsibilities

1. To formulate operational policies and procedures.
2. To prepare and rearrange the organizational structure.
3. To review the authority and power structure and reallocate them when and where necessary.
4. To procure (রাজি করান) or allocate or reallocate the funds.
5. To develop and operate staff development programs.
6. To monitor and evaluate the programme.
7. To collect, preserve and communicate technological information.
8. To support local extension programme through a central mass communication programme.
9. To conduct periodic staff appraisal.
10. To give reward and punish as and when appropriate.
11. To prepare and furnish (সাজান) periodic reports and maintain public relations.

Extension Specialist

► Qualification

A specialist must have the following qualifications;

1. Must have rural background with agricultural cultivation experience.
2. Must be agricultural graduate.
3. Must have training on special subject on agricultural field and also better post graduation on concern subject.
4. Must have sufficient experience in research.
5. Must have experience on supervision (রক্ষনাবেক্ষন) and agricultural extension.
6. Must have experience on good human relation development.
7. Must have ability to help administration on programme building.
8. Must have far sightness and leading capacity.
9. Must be able to think logically.
10. Must have good speaking, writing and technical capacity.

► **Duties and responsibilities**

1. To maintain linkage with scientific officer and research organization.
2. To establish transfer new agricultural technologies in short time.
3. To part, activity on agricultural planning and programme building.
4. To have sufficient knowledge about the amount of cultivation land and its production.
5. To take proper necessary steps in case of low yield.
6. To find out the causes of low yield.
7. To determine the new steps to overcome these situations.
8. To go field tour according to planning or instruction of administrator.
9. To prepare leaflet, booklet, circular letter, folder, poster etc.
10. To keep record in activities performed.
11. To train the agricultural extension work.

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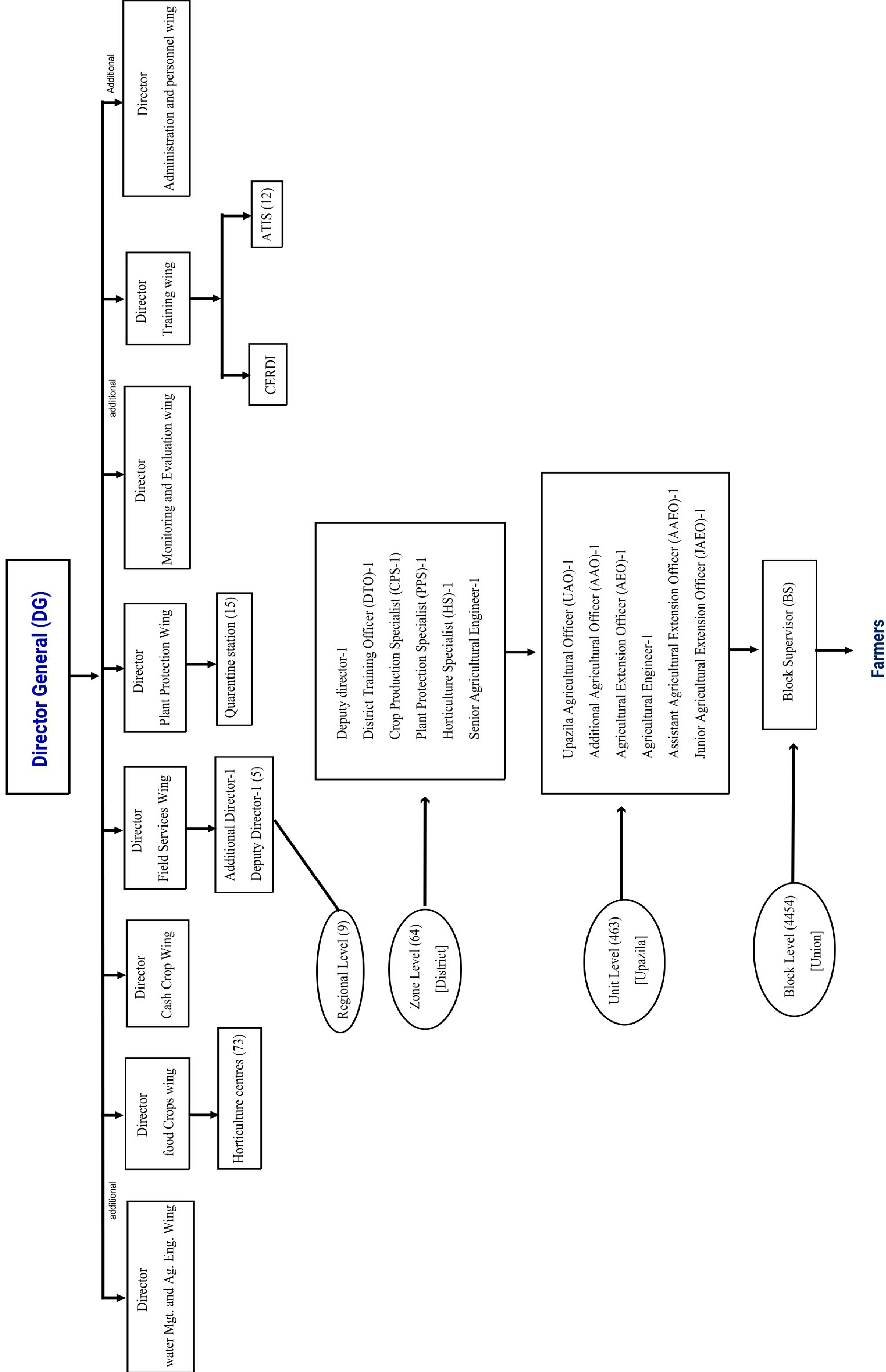


Fig: Organizational Chart of the Department of Agricultural Extension (DAE)